

High Authority charter of ethics

Article 1

Core values of the High Authority

The members, rapporteurs and staff of the High Authority perform their duties with integrity and probity, in accordance with the principles of transparency, impartiality and independence.

They shall ensure that, in their professional and private activities, they do not violate these requirements and they do not jeopardize the reputation of the High Authority.

The President of the High Authority is in charge of implementing the principles defined in the present charter.

Article 2

Compliance with fiscal obligations

Upon entry into functions, each member, rapporteur and staff of the High Authority shall certify on his or her honor to be in compliance with his or her fiscal obligations.

CHAPTER I: PREVENTION OF CONFLICTS OF INTERESTS

Article 3

Prevention of conflicts of interests with regard to declarants

The following situations constitute a conflict of interests implying that a member, rapporteur or staff of the High Authority shall refrain from dealing with a specific file:

- a family relationship, including by marriage;
- a direct professional relationship, whether hierarchical or not;
- belonging to the same civil service;
- belonging to the same public or private organization, whether it is a profit or non-profit organization.

This list is not exhaustive. Each member, rapporteur or staff shall take into account, to assess if an interest may result in an abstention, the intensity of the interest, its nature and effects with regard to the missions and core values of the High Authority, as defined in Article 1.

If in doubt, he or she shall contact his or her manager or, for members and rapporteurs, the President of the High Authority.

Each staff member of the High Authority provide the general Secretary and his or her manager, upon entry into functions and then each time it is necessary, with the list of declarants towards which a conflict of interests may arise.

Article 4
Subsidiary activities of staff members of the High Authority

Staff members of the High Authority may undertake subsidiary activities, for-profit or not, in compliance with the provisions of the Law n° 83-634 of 13 July 1983 on rights and obligations of civil servants. Whenever these activities may interfere with the exercise of their functions, in any way whatsoever, they shall inform their manager.

Article 5
Activities of members and rapporteurs

Members and rapporteur of the High Authority shall ensure that their other activities, for-profit or not, do not place them in a situation of conflicts of interests. If in doubt, they refer the matter to the President of the High Authority.

Article 6
Prevention of revolving doors

Members, rapporteurs and staff of the High Authority shall ensure that they do not use their functions or information they have access to for personal purposes, notably in order to foster a nomination or a recruitment in a public or a private organization.

Members of the High Authority who exercise, during or after their mandate, a professional activity cannot, in the exercise of this activity, mention or let others mention their quality.

At the end of their functions at the High Authority, and for a period of three years, the staff members of the High Authority shall refer to the Ethics Commission for the civil service before undertaking any new professional activity in a private organization or in a public institution operating in a competitive sector.

**CHAPTER II: USE OF THE PUBLIC MEANS DEDICATED TO THE HIGH
AUTHORITY**

Article 7
Proper use of public funds

Members, rapporteurs and staff of the High Authority for transparency in public life shall ensure sensible use of the means at their disposal in the exercise of their functions and refrain from using it for private purposes.

A charter defines the rules applicable to the High Authority procurements.

Article 8
Recruitment process

Recruitments of staff of the High Authority are done through a transparent and open competition.

Remuneration of staff is determined according to objective criteria, notably previous professional experience.

CHAPTER III: RELATIONS WITH THIRD PARTIES

Article 9 Gifts and invitations

Members, rapporteurs and staff of the High Authority do not accept gifts or invitations from declarants, with the exception of protocol gifts and invitations.

They shall not accept gifts or invitations, whatever the origin, if they believe a conflict of interests may arise.

Gifts that are not likely to create a situation of conflicts of interests, notably protocol gifts, shall to be declared to the President of the High Authority and given to the Head of administrative affairs, if their value exceeds 30€.

Members, rapporteurs and staff of the High Authority shall only accept their travel and accommodation fees being covered by a third party upon authorization of the President.

Received gifts and trips on the invitation of third parties mentioned in these provisions are made public on the website of the High Authority.

Article 10 Reserve duty

In addition to compliance with professional secrecy provisions defined under article 19 of the Law n° 2013-907 of 11 October 2013 on Transparency in public life and article 5 of the High Authority rules of procedure, members, rapporteurs and staff members shall use due discretion in the exercise of their duties and outside.

They shall refrain from taking any public position, including on social networks, which may be detrimental to the good functioning of the High Authority or to anyone subject to the obligations defined in the Laws on Transparency in public life.

Article 11 Transparency of the activities of the High Authority

The website of the High Authority mentions all auditions, meetings, conferences and other public events that are attended by members, rapporteurs and staff of the High Authority.